DAWIA II Transformation

Outline

- **Background**
- **New Concepts**

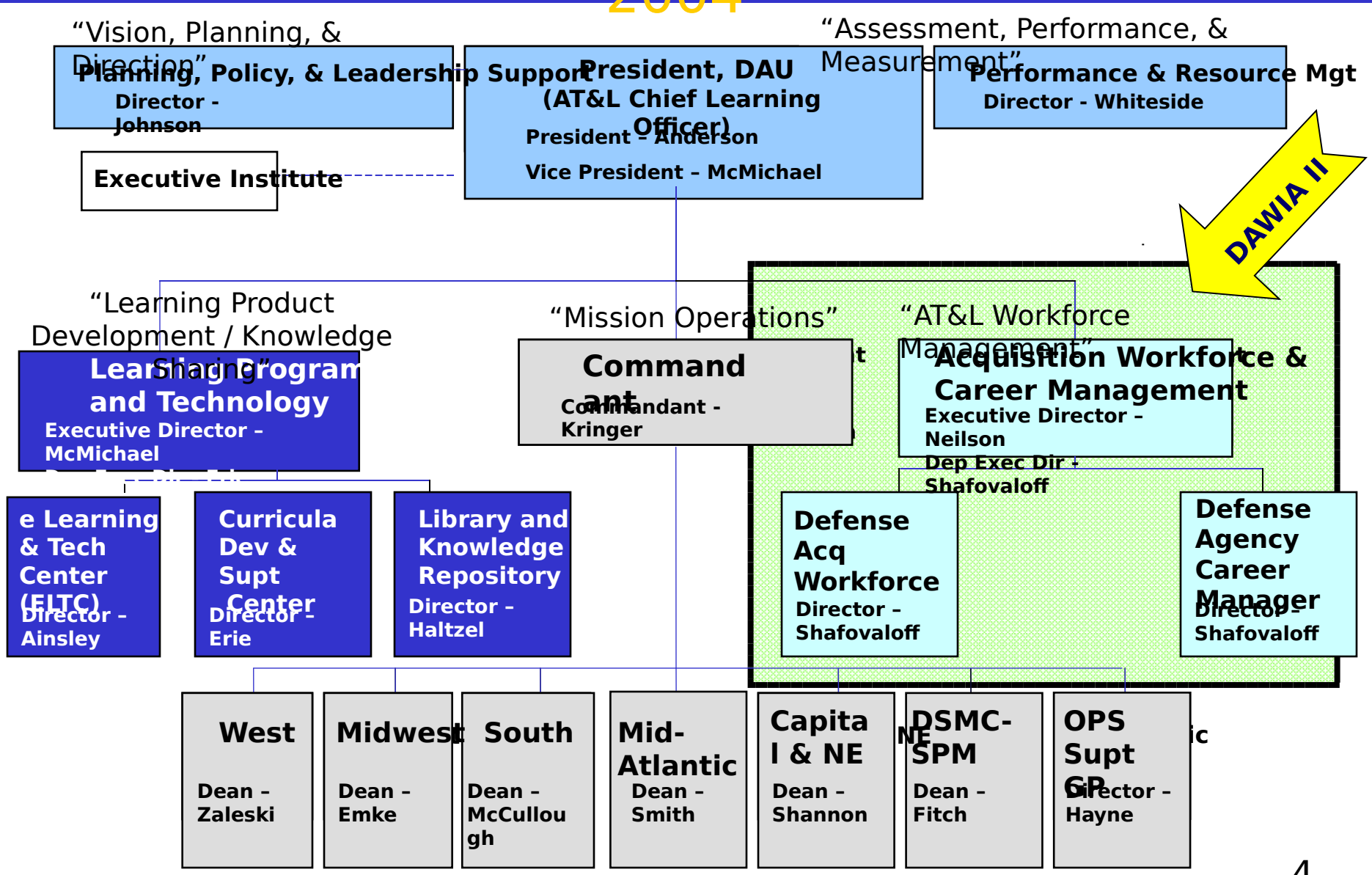
Background
Motivated, Agile Workforce

USD(AT&L)7 Goals

1. Acquisition Excellence with Integrity
2. Logistics: Integrated and Efficient
3. Systems Integration & Engineering for Mission Success
4. Technology Dominance
5. Resources Rationalized
6. Industrial Base Strengthened
7. Motivated, Agile Workforce

AT&L Workforce Management Team Effort!

Defense Acquisition University - 2004



Background
FY04 NDAA DAWIA II Congressional Intent

Subtitle C—Defense Acquisition and Support Workforce Flexibility

Sec. 831. Management structure.
Sec. 832. Elimination of role of Office of Personnel Management.
Sec. 833. Single acquisition corps.
Sec. 834. Consolidation of certain education and training program requirements.
Sec. 835. General management provisions.
Sec. 836. Clerical amendments.

House Conference Report (108-354, page 725)(for HR1588)

Subtitle C—defense acquisition and support workforce (secs. 831–836)

The Senate amendment contained a provision (sec. 841) that would amend the Defense Acquisition Workforce Improvement Act (DAWIA) to give the Secretary of Defense greater flexibility in managing the acquisition and support workforce. Specifically, the provision would give the Secretary the flexibility to establish different experience, educational, and tenure requirements for acquisition positions; require the establishment of a single acquisition corps; and streamline obsolete and outdated provisions of DAWIA.

The House bill contained no similar provision.

The House recedes with an amendment to split the provision into several sections.

Greater Management Flexibility

Specifically …

Flexibility to establish different experience, educational, and tenure requirements for acquisition positions

Establish a single acquisition corps

Streamline obsolete and outdated DAWIA provisions

Background

Title 10 – Armed Forces; Part II – Personnel; Chapter 87 – Defense Acquisition Workforce

Subchapter III – Acquisition Corps

NDAA 1991 ⟵ ⟶ **NDAA 2004**

Three elements of Acquisition System

1. **Defense Policies, Processes, and Procedures**
2. **Defense Organizations and Infrastructure**
3. **Defense Acquisition Workforce**

Issues
1. PM Tenure / Major Programs
2. Career Development
3. Responsibilities
4. Training & Certification

Subchapters

I General Authorities & Responsibilities

USD(AT&L)
SAE's – Ensure AT&L Policies Implemented
- X AET&CD – 4th Estate DACM
- X DACMs
- X ACPBs

II Defense Acquisition Positions

AT&L
- Designate Acq Positions
- Define Acq Positions
- Define Acq Career Paths
- Tenure Policy
- Education, Training & Experience Req
- C.O. qualifications Req
  - BA + 24 hours business
- X ACPB may waive Req
- + USD(AT&L) may waive (If significant potential, but document)
- X OPM Approval
- X Service-level approval of waivers

III Acquisition Corps

- + USD(AT&L) shall ensure an Acq Corps for DoD vs for each Military Service
- X OPM Approval
- X The requirement that the Service ACPB validate or certify experience or potential
- Acq Corps – GS-13 or above
- Applicants for employment must have the experience of GS-13
- Must meet USD prescribed educational req
- Must meet USD(AT&L) prescribed experience req (4 yr in Acq position)
- USD(AT&L) may waive Acq Corps eligibility req vs ACPB
- Mobility statement req
- Critical Acq Position – GS-14
- Tenure requirements
- Tenure waivers – Service Sec.

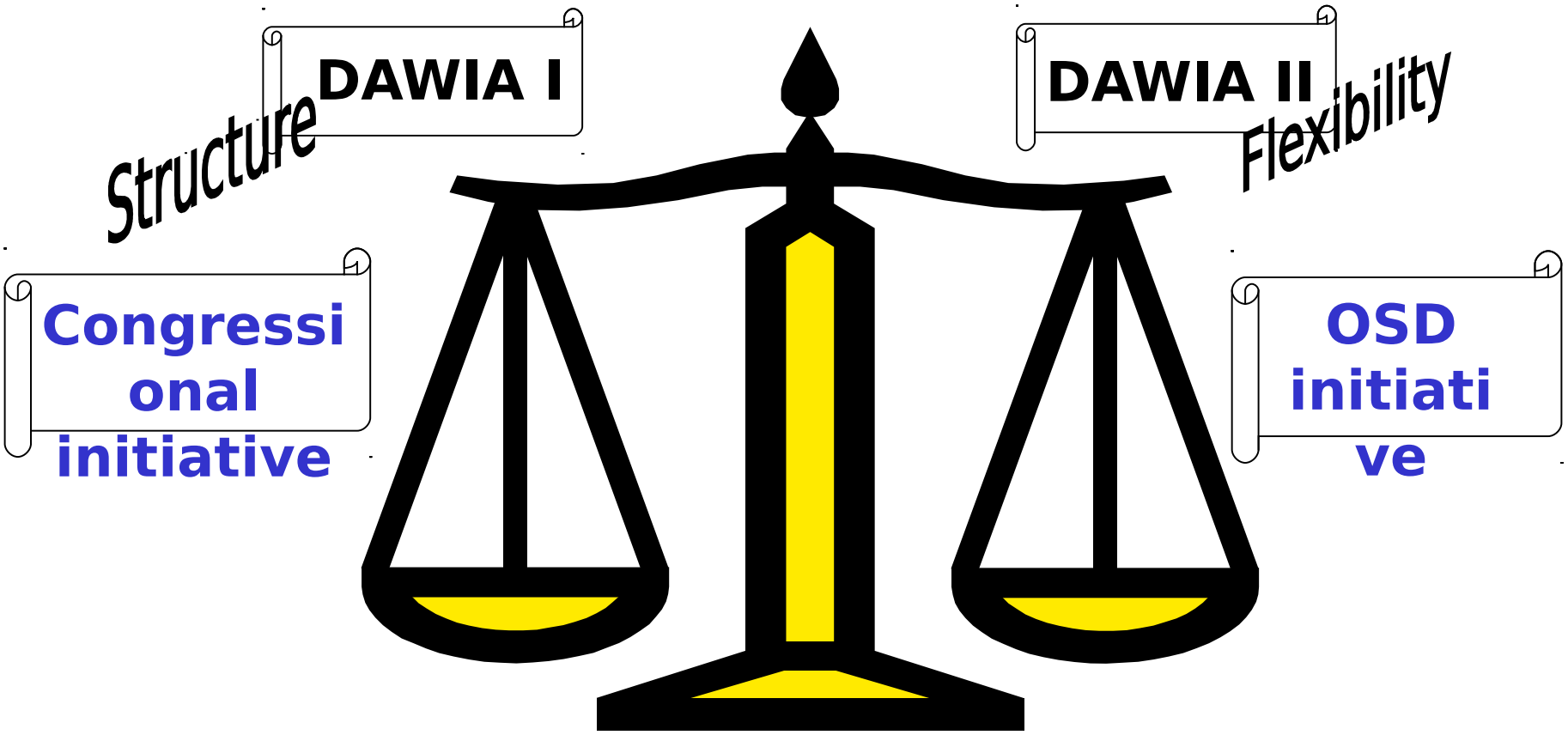
IV Education & Training

- Acq Fellowship Program
- DAU Structure
- USD(AT&L) tuition reimbursement & training
- USD(AT&L) repayment of Student Loans
- USD(AT&L) will establish req
- SAE's ensure uniform implementation with other Military Depts
- X Service Dept Intern Program
- + USD(AT&L) will establish:
  - Intern Program
  - Cooperative Ed Credit
  - Scholarship Program
- X SAE's conduct Service Coop Credit Program
- X Scholarship Program

V General Management Provisions

- USD(AT&L) ensures MIS capable of providing standardized info
- MIS minimum req
  1. qualifications, assignments, and tenure
  2. exception / waivers of qual, asgn, and tenure
  3. relative promotion rates (Mil)
  4. Repealed
- + USD(AT&L) may establish Different min. req.
  - yrs of experience
  - educational req.
  - tenure req.

Background:
Motivated, Agile Workforce



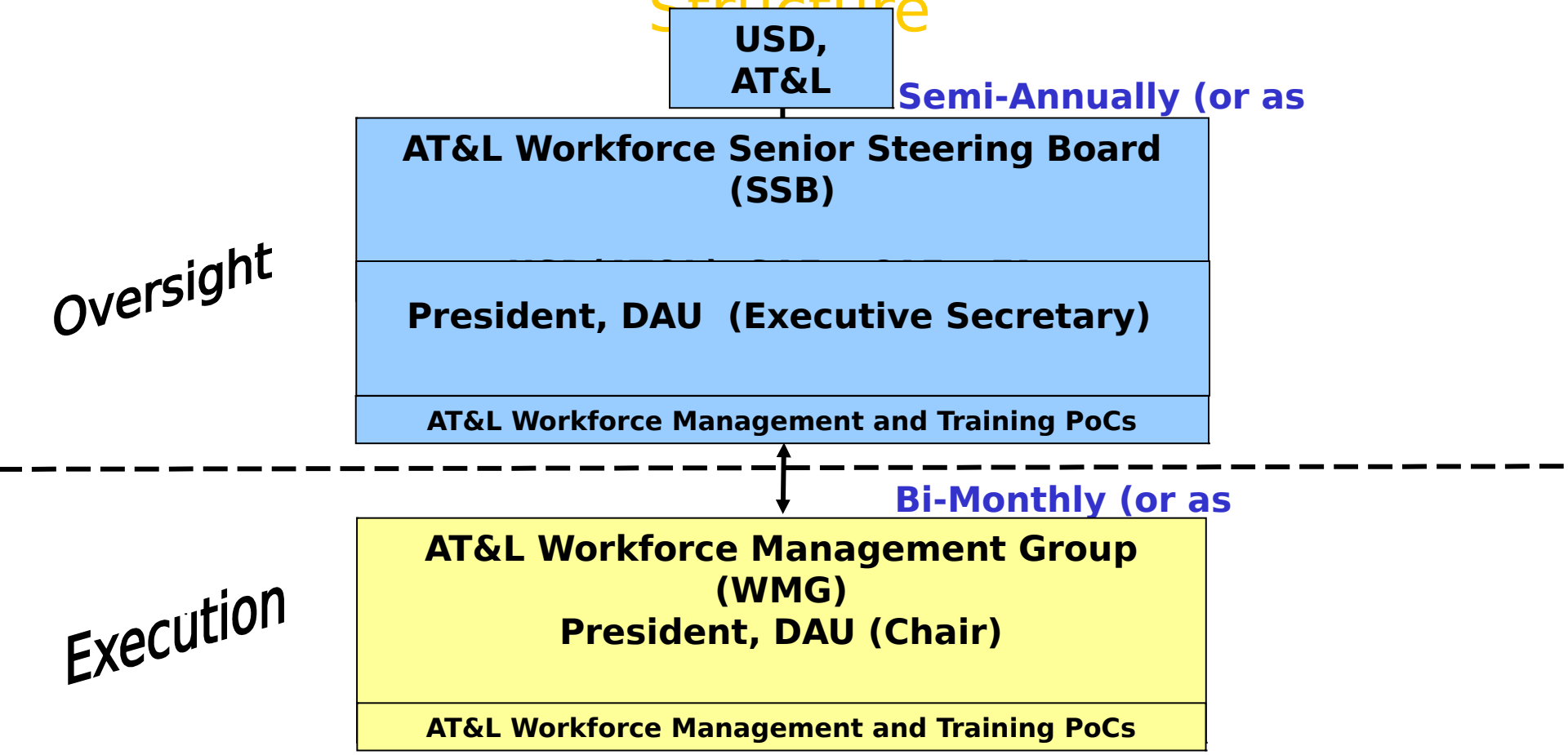
Centralized Policy, Guidance, Metrics
Decentralized Execution

New Concepts

- Integrated AT&L Workforce Management Structure
- Single Acquisition Corps
- Focused Career Development
- Key Leadership Positions
- Competency Management

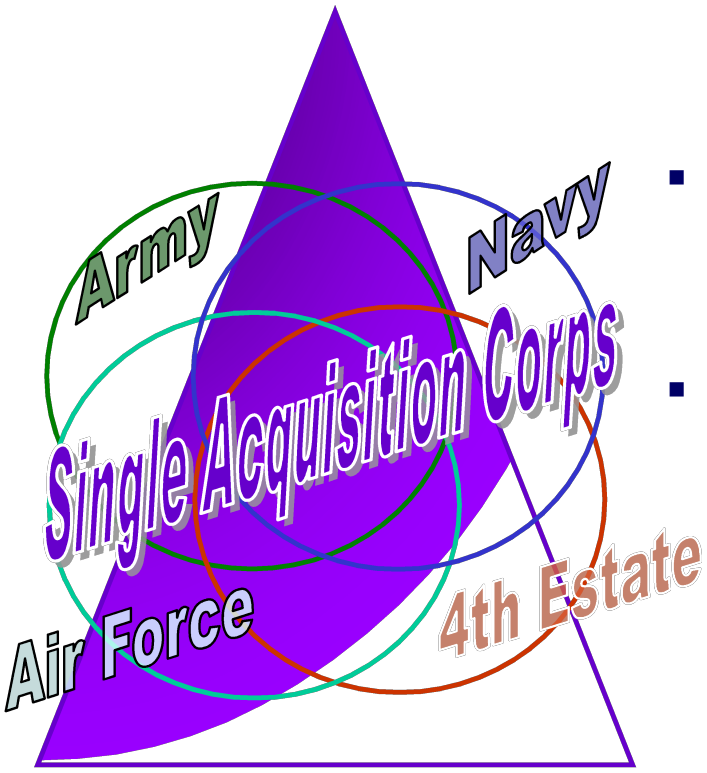
Centralized Policy, Guidance, Metrics
Decentralized Execution

New Concepts
Integrated AT&L Workforce Management Structure



Centralized Policy, Guidance, Metrics
Decentralized Execution

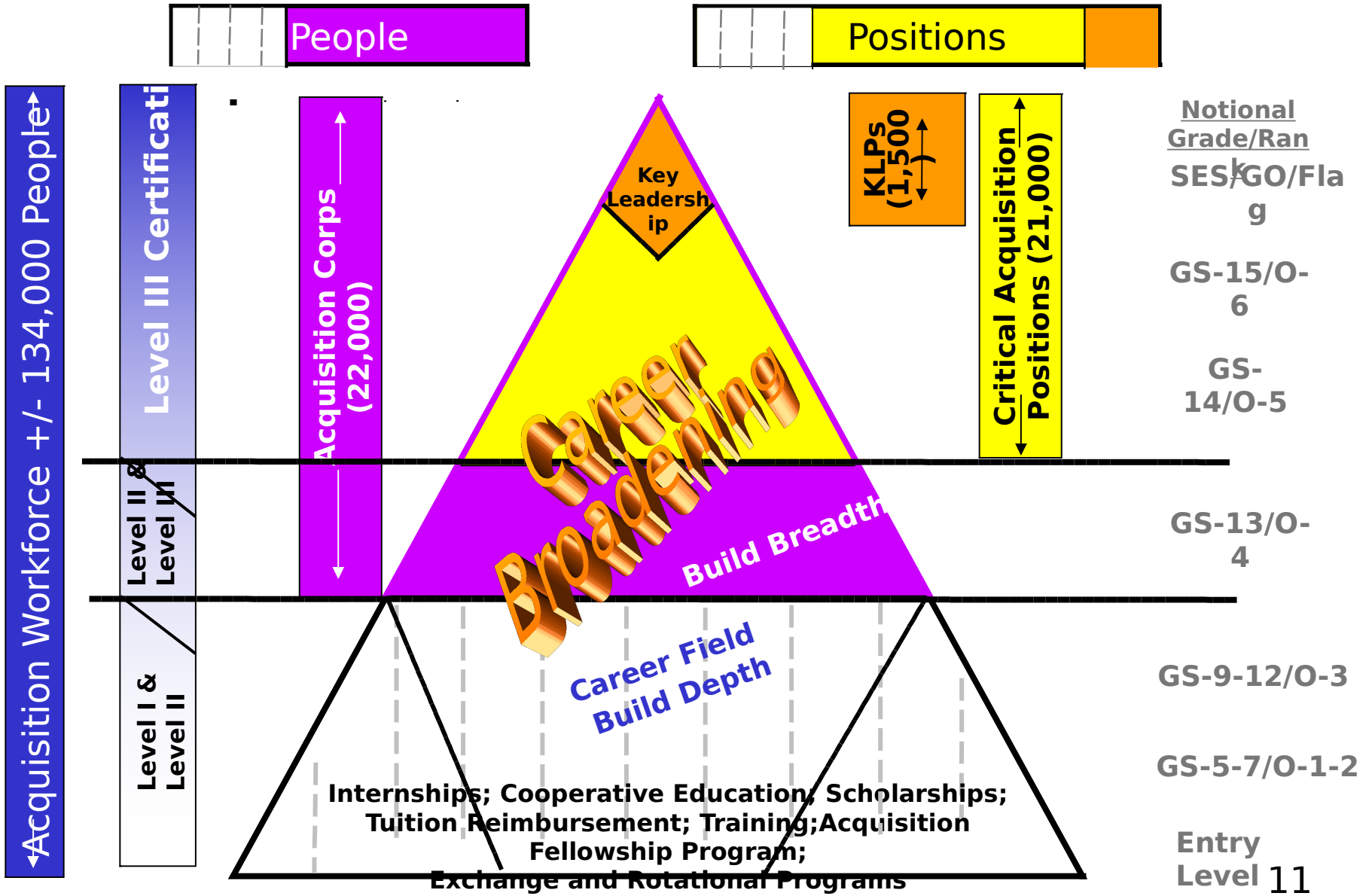
Single Acquisition Corps



- New Uniform Eligibility Criteria
  - Entry
  - Limited waivers
- New Accountability & Oversight
  - Single DoD Management Information System (MIS)
    - Execution metrics
    - Senior leadership oversight

USD(AT&L): Sets policy
Components: Execute career management program

New Concepts: Focused Career Development



New Concepts: Tenure Management Flexibility

Original DAWIA

Program Manager: Assign until major milestone closest in time to 4 years
Deputy PM: 4 years
Program Executive Officer: 3 years
Senior Contracting Official: 3 years
Other Critical Acq. Positions: 3 years

Service obligation agreements required

Waivers of assignment periods authorized

Current policies are inconsistently applied

DAWIA II Flexibility

10 USC 1764

SECDEF may prescribe different minimum–

- number of years of experience
- education qualifications
- tenure of service qualifications

Flexibility applies to-

- Program Manager
- Program Executive Officer
- Senior Contracting Official
- Contracting Officer
- Contingency Contracting Force positions

Single Acquisition Corps (People) → **Critical Acquisition Positions (CAPs)** → **Key Leadership Positions (KLPs)**

New Concepts
Competency-Based DAWIA Certification Program

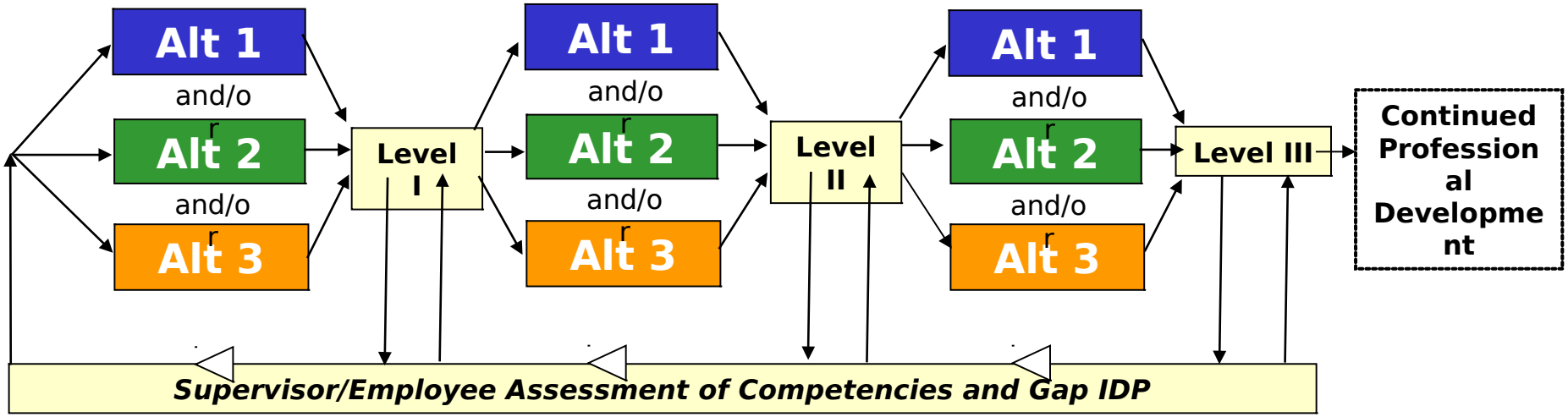
- Any Alt can be used to achieve certification.
- Combinations of Alts can be used to achieve certification levels.
- Education and experience requirements remain the same, regardless of Alt(s)

Alt 1: DAU Functional Training

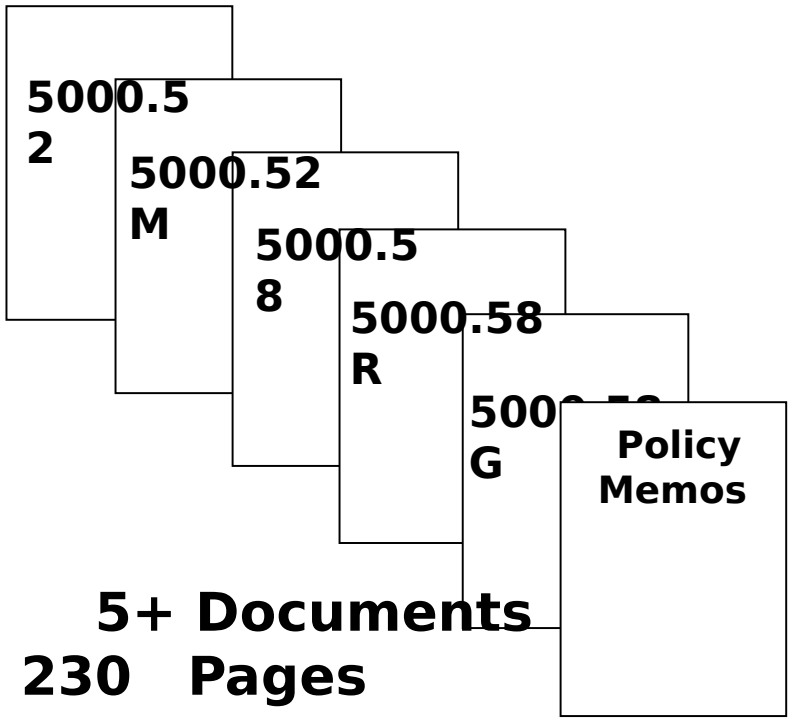
Alt 2: Workplace / Personal Experience / Fulfillment

Alt 3: Professional Association Certification / Other

Functional & Core Competency Development / Certification Levels I, II, III

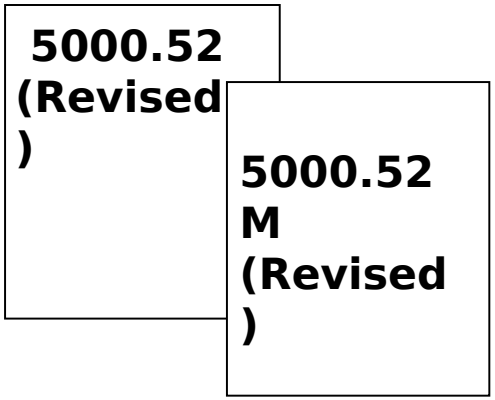


Streamlined DAWIA Regulations



5+ Documents
230 Pages

Current System



2 Documents
23 Pages

New System

90% Reduction of Regulatory Guidance